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3/9/86

AGREEMENT

BY AND BETWEEN

*Essex County*

THE BOARD OF EDUCATION OF THE ESSEX COUNTY VOCATIONAL SCHOOLS

AND

THE INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL 68 - LOCAL 68 A-B

X July 1, 1985 - June 30, 1987

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PREAMBLE

THIS AGREEMENT effective this 1st day of July, 1985, by and between the Essex County Vocational and Technical Board of Education (hereinafter the Board), and the International Union of Operating Engineers, Local 68 - Local 68 A-B (hereinafter the Union) is as follows:

WITNESSETH

WHEREAS, the Board and the Union recognize and declare that providing a quality education for the children of the Essex County Vocational Schools is their mutual aim,

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement,

In consideration of the following mutual covenants, it is hereby agreed that:

## ARTICLE ONE

### RECOGNITION

A. The Board recognizes the International Union of Operating Engineers Local 68 - Local 68 A-B as the sole and exclusive representative of the head custodians, custodians, maintenance persons, cafeteria employees, security guards, truck drivers, and all related employees of the Board and specifically excluding managerial executives, professionals, clericals and other employees of the Board.

B. References to the male gender shall also include the female gender.

C. Reference to the Union shall mean the International Union of Operating Engineers Local 68 - Local 68A-B.

D. Reference herein to the Board or the Employer shall mean the Essex County Vocational and Technical Board of Education.

## ARTICLE TWO

### MANAGEMENT RIGHTS

A. Except as otherwise provided herein, the management and direction of the working forces and the agency are vested exclusively with the Board. The Board retains all of its rights which were in existence prior to this Agreement, subject to this Agreement and applicable law.

### ARTICLE THREE

#### DUES DEDUCTION

A. The Board agrees to deduct from the salary of any employee covered by this Agreement, initiation fees and dues of the Union which the employee authorizes the Board in writing to deduct.

B. The Union shall certify to the Board in writing the current rate of its membership dues.

C. The Union shall hold the Board harmless from any claims concerning such dues and other deductions providing the Board has forwarded such monies to the Union.

D. Dues shall be deducted bi-weekly and forwarded to the Union monthly and in accordance with the statute as currently amended.

E. The Board agrees that effective July 1, 1981 the Board shall deduct the sum of eighty five (85%) per cent of the rate of the Local 68 Union dues from each and every non-Union member of the bargaining unit represented by Local 68 on a monthly basis. This agency shop agreement shall conform to all provisions of the New Jersey agency shop statute.

#### ARTICLE FOUR

##### INSURANCE PROGRAM

A. The Board shall continue to provide the health and life insurance programs presently in effect at no cost to the individual employee and dependents for the life of the Agreement.

B. The Board shall continue to provide death benefit insurance policy coverage in the sum of \$4,000.00 for each regularly employed individual in the bargaining unit.

C. The Board shall maintain the existing family drug plan for the life of the Agreement.

D. It is understood that if the Board improves insurance benefits to other 12 and 10 month employees, it will also grant the same to employees covered by this contract.

#### ARTICLE FIVE

##### SALARY AND DIFFERENTIALS

The salary increase for 1985-86 shall be 7.25%, which includes increment, on the base salaries; and the salary increase for 1986-87 shall be 7.5%, which includes increment, on the base salaries. These increases shall be placed on a mutually acceptable guide attached hereto as the Schedules.

Custodians shall be given a 10% differential on their base salary for a scheduled work week while performing the late shift (does not include fireman extra pay). This late shift will operate October 1 through May 30. Such differential will be

, paid to those custodians commencing work after 2:00 P.M..

#### ARTICLE SIX

##### UNIFORMS AND MAINTENANCE ALLOWANCE

A. All employees shall be provided work uniforms as per present practice of three (3) uniforms per year.

B. All employees must wear the uniforms provided every day school is in session and shall maintain them in clean and good repair.

C. To defray the costs of the obligation to maintain the uniforms, for each year of the contract, all custodial and maintenance employees shall be paid an allowance of one hundred seventy five (\$175.00) dollars annually.

D. Security Guards shall receive a clothing allowance of two hundred (\$200.00) dollars annually for each year of the Contract.

E. Four (4) sets of Boiler Cleaning coveralls shall be provided at each building for such work.

#### ARTICLE SEVEN

##### WORK WEEK

The work week for all employees shall consist of 40 hours for all months of the year, allocated 8 hours per day inclusive of a 30 minute lunch period. Any hours worked prior to 7:00 A.M., or after the individuals normal assigned shift shall be paid at the rate of time and one-half.

## ARTICLE EIGHT

### EMPLOYEE RECLASSIFICATION

The Board will adopt job descriptions after consultation with the union, that are mutually agreeable to both parties.

## ARTICLE NINE

### VACANCIES AND PROMOTION

A. The Board agrees to publicize all vacancies and promotions occurring within the bargaining unit. All vacancies shall be posted with a copy of said posting sent to the Head Custodian of each school.

B. The procedure for filling such vacancies and promotions shall be as follows:

1. A notice shall be posted in each school at least ten (10) school days before the final date applications must be submitted. Said notice shall contain a job description, salary, experience and educational requirements.

2. Members who apply for such vacancies and promotions shall submit their applications to the Business Administrator in writing within the time limit specified in the notice and shall receive written acknowledgment.

3. Members who desire to apply for positions which



may be filled during their vacation period shall submit their names to the Business Administrator, together with the position(s) for which they desire to apply and an address where they can be reached during their vacation.

4. The following factors shall be among the criteria applied in vacancy and promotional decisions.

1. The required license for the position, if necessary.
2. The nature of the duties of the position.
3. The employee's experience as it relates to the position.
4. The employee's years of service in the system.
5. No Custodian may be promoted to Head Custodian unless he possesses a current Boiler Fireman's License, and as Head Custodian, he must continue to hold a current license.

#### ARTICLE TEN

##### TRANSFERS AND REASSIGNMENTS

The Business Administrator with the recommendation of the Director of Operation or Maintenance Foreman will assign or reassign employees to the schools and to shifts as to provide adequate coverage at all times.

#### ARTICLE ELEVEN

##### SCHEDULES

Schedules within the school will be made up by the

Principal and Head Custodian with the approval of the Director of Operations. The schedule shall then be filed with the Business Administrator.

## ARTICLE TWELVE

### SICK LEAVE

A. Sick leave is hereby defined to mean the absence from his or her post of duty, of any member because of personal disability due to illness or injury, or because he or she has been excluded from school by the school's medical authorities on account of a contagious disease or of being quarantined for such diseases in his or her immediate household.

B. In case of personal illness for full-time employees, an allowance of full pay will be made for fourteen (14) school days; for 10 month employees twelve (12) school days in any school year. If any such person requires in a school year less than this specified number of days of sick leave with pay allowed, all days of such leave not utilized that year shall be accumulative to be used for additional sick leave with full pay as needed in subsequent years.

C. A doctor's certificate stating illness, the inability of the employee to report for work, and the period of such disability will be required in case of absence on account of personal illness for more than three (3) consecutive days.

D. In the event of a prolonged illness, as evidenced

by a doctor's certificate, satisfactory to the Board's Medical Examiner, if needed an additional five (5) days shall be granted for each year of employment. In no case shall less than twenty-five (25) days be available.

E. Members shall be given a written accounting of accumulated sick leave days no later than September 15 of each school year.

F. The Board retains its power to grant additional sick leave at its discretion.

G. In the first year of employment, sick leave shall be pro-rated per month based upon the number of sick days set forth in paragraph B.

#### ARTICLE THIRTEEN

##### VACATIONS

A. Annual vacation leave with pay for 12 month employees shall be earned at the following rate:

- a. Two (2) weeks after one (1) year.
- b. Three (3) weeks after five (5) years.
- c. Four (4) weeks after ten (10) years.
- d. Five (5) weeks after twenty (20) years.

B. Vacation shall be pro-rated on employee's anniversary date each June 30th to determine amount of eligible vacation for that year.

#### ARTICLE FOURTEEN

##### SEPARABILITY AND SAVINGS

A. If any provision or article or clause of this agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

#### ARTICLE FIFTEEN

##### FULLY BARGAINED PROVISION

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

B. This Agreement shall in no way abrogate the Board's Rights and Powers as defined in Title 18 and the Administrative Code.

## ARTICLE SIXTEEN

### MEMBERS' EMPLOYMENT

All personnel who desire to leave the employment of the Board through retirement must apply in writing to the Superintendent giving the effective date of such retirement at least sixty (60) days before such retirement is to become effective.

## ARTICLE SEVENTEEN

### MEMBER RIGHTS

A. Pursuant to Chapter 123 Public Laws of 1974, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Union and its affiliates for the purposes of engaging in collective negotiations and processing grievances.

B. No member shall be prevented from wearing lapel pins or other similar identification of membership in the Union or its affiliates.

C. The personal life of a member is not an appropriate concern or attention of the Board except as it may directly prevent the member from performing properly assigned functions during the workday.

D. Members shall be entitled to full rights of citizenship, and no religious or political activities of any members, or the lack thereof, shall be grounds for any discipline

or discrimination with respect to the professional employment of such members, providing such activities do not violate any local, state or federal law, or interfere with the educational process.

#### ARTICLE EIGHTEEN

##### UNION RIGHTS, PRIVILEGES AND RESPONSIBILITIES

A. Whenever any representative of the Union or any member is mutually scheduled to participate during working hours in negotiations or grievance proceedings, he shall suffer no loss in pay.

B. Local Union members and their representatives may meet in school premises with prior permission of the Superintendent, provided there is no interference with normal school operations. If necessary, the Business Administrator shall assure access to premises to attend such meetings.

C. No meetings shall be held without prior approval of the Business Administrator. The Union and its representatives shall request permission from the Business Administrator for the right to use school buildings at all reasonable hours for meetings. The Principal of the building in question shall be notified in advance of the time and place of all such meetings.

## ARTICLE NINETEEN

### GRIEVANCE PROCEDURE

#### A. Definition

1. A grievance shall be defined as a complaint by an employee or the Union.

Class A grievances shall be defined as complaints that there has been a misapplication, misinterpretation or violation of a term or condition of this Agreement.

Class B grievances shall be defined as complaints that there has been a misapplication, misinterpretation or violation of a policy or administrative decision, and therefore Class B grievances shall not be subject to arbitration.

2. The term "grievance" and the procedure relative thereto shall not be deemed applicable in the case of the failure or refusal of the Board to renew the contract of a probationary employee.

3. The term "employee" shall mean any regularly employed individual covered in Article One - "Recognition".

4. The term "representative" shall include the Union and its authorized officers.

5. The term "immediate" superior shall mean

the person to whom the aggrieved employee is directly responsible.

B. Procedure

Step 1: The matter shall be reduced to writing on an approved grievance form and submitted to the Business Administrator. The Business Administrator shall respond no later than three (3) working days from the receipt of the written grievance.

Step 2: In the event the grievance is not resolved at Step 1 and provided the grievance is a Class A grievance, then the Union and only the Union, may submit the matter to binding arbitration in accordance with the procedures of the Public Employment Relations Commission.

The written request for arbitration by the Union must be filed with PERC and a copy served upon the Business Administrator no later than ten (10) working days from the receipt of the Business Administrator's response at Step 1.

1. No response at any step within the time allotted shall be deemed to be a denial of the grievance at that step.

2. Union sponsored grievances may be filed at Step 1 within its discretion.

3. Written dispositions of all grievances at Step 1 shall be forwarded to the Union.



4. In the event of arbitration, the costs of the arbitrator's services shall be shared equally by the parties, except that late cancellation fees shall be the sole responsibility of the party requesting postponement.

5. Time limits shall be strictly adhered to and a grievance not raised or processed within the time allotted shall be deemed to be abandoned.

6. All documents, communications or records dealing with a grievance, except disciplinary matters, shall not be filed in any employee's personnel file.

7. All meetings and hearings pursuant to this procedure shall not be conducted in public and shall only be attended by the parties in interest and authorized representatives.

8. The issue of the non-renewal of non-tenured employee shall not be the subject to provisions of this procedure.

9. A grievance must be raised at Step 1 no later than seven (7) working days following its occurrence.

## ARTICLE TWENTY

### EXTENDED LEAVES OF ABSENCE

#### A. Maternity Leave

##### 1. Natural Birth

A member shall notify the Business Administrator of pregnancy as soon as it is medically confirmed. Said member shall be permitted to work provided that statement from the physician certifying that the member is capable of carrying on regular duties. The member also must submit the date of planned anticipated return to assignment.

##### 2. Adoption

Any member adopting an infant child shall receive similar leave which shall commence upon receiving de facto custody of said infant, or earlier if necessary to fulfill requirements for the adoption.

#### B. Hold Public Office

The Board shall grant a leave of absence without pay or benefits to any member to serve in the first term of public office other than those covered in Title 18A or in existing contracts.

#### C. Special

Other leaves of absence without pay may be granted by the Board for good reason.

D. Benefits

All benefits to which a member is entitled at the time the leave of absence commenced, including unused accumulated sick leave, shall be restored upon return, and shall be assigned to the same position held at the time said leave commenced, if available or, if not, to a substantially equivalent position.

E. All extension or renewals of leave shall be applied for and answered in writing. The request for such an extension or renewal shall be made to the Business Administrator at least ninety (90) days prior to the expiration of the leave.

ARTICLE TWENTY-ONE

TERMINAL LEAVE

A. Each member with fifteen (15) or more years of service in the system at the date of his retirement (or vested retirement after fifteen (15) years) shall receive a terminal leave allowance of one (1) day salary for each four (4) days of accumulated unused sick leave, not to exceed a total of fifty (50) days salary.

ARTICLE TWENTY-TWO

DAYS-OFF AND TEMPORARY LEAVES

A. Persons employed for full time service and paid on the basis of a year or month shall be subject to the following rules. Those employed for full time service and paid on the

basis of a week, day or hour, shall be subject to the following rules after three (3) months of continuous service:

1. Members shall not be absent from work without first obtaining permission from the Business Administrator unless the absence is caused by personal illness which is covered by sickleave.

2. They shall forfeit their pay for absence from any cause except personal illness, death in the immediate family, detention on account of quarantine, enforced attendance at court, or by reason of court subpoena except where the absentee is a party to the suit, in which case one day with pay shall be allowed.

3. The Business Administrator shall have the authority to excuse upon request, at his discretion, and employee for absence from duty of three (3) days during any school year, without forfeiture of salary. The request must be submitted in writing on a form provided five (5) days prior to the requested absence. However, no approval shall be granted for days immediately preceding or following a school holiday. The five (5) day limit will be waived in dire emergency cases.

(a) If the above aforementioned days are unused they shall carry over as accumulated sick days based upon the following formula:

If three (3) days are unused at the end of

the year - two (2) days shall be carried over as accumulated sick leave;

If two (2) days are unused at the end of the year - one (1) day shall carry over as accumulated sick leave;

If one (1) or less days are unused at the end of the year - zero (0) days shall carry over as accumulated sick leave.

4. In case of death of a wife, husband, father, mother, brother, sister or child in the family, no deduction of salary will be made for absence up to four (4) working days within a week following the death.

5. In the case of the death of a grandparent, step-grandparents or grandchild, no deduction in salary will be made for the absence of up to two (2) days following the death.

In case of the death of a nephew, niece, uncle, aunt father-in-law, mother-in-law, brother-in-law or sister-in-law, no deduction in salary will be made for absence on the day of the funeral.

B. In computing the salary of all employees engaged for the ten month school year,  $1/200$ th of the pay for a year will constitute a day's pay. In computing the salary of all employees engaged for twelve month contracts,  $1/250$ th of the pay for a year will constitute a day's pay. A deduction will be made only for

absence on school days. No deduction will be made for holidays that may intervene, but absence on days in which there is only one session of school will be counted as a full day's absence.

#### ARTICLE TWENTY-THREE

##### NEGOTIATION PROCEDURE

A. Negotiations leading to a successor agreement shall commence no later than April 1 immediately preceding the termination date of this contract. The procedure of such terminations shall be in accord with the requirements of the Public Employment Commission then prevailing, or as agreed upon by the parties at that time.

B. This agreement shall not be modified in whole or in part except by an instrument in writing duly executed.

C. Except as otherwise provided in this Agreement, all terms and conditions of employment set forth in written Board policy shall remain in effect for the life of this Agreement.

#### ARTICLE TWENTY-FOUR

##### TENURE

The Board of Education shall have the right to grant tenure to all members of the custodial staff after three (3) years and one (1) day of service if they are in possession of a current Black Seal Certificate - Fireman's License upon a resolution passed at a public meeting granting said tenure.

All members of the custodial staff will receive

tenure after five (5) years and one (1) day of service if they are in possession of a current Black Seal Certificate Fireman's License. This provision shall be effective for all employees hired subsequent to July 1, 1983. All people presently on staff shall come under the provision of the 1981-83 Contract.

Security Guards shall receive tenure after five (5) years and one day. All present Security Guards who have been employed for five (5) years or longer must work an additional year (1985-86) and one (1) day to acquire said tenure. All Custodians presently under tenure who transfer to the position of Security Guard shall achieve tenure in the new position after working three (3) years and one (1) day subsequent to said transfer.

#### ARTICLE TWENTY-FIVE

##### LICENSING REQUIREMENT

The Custodians presently employed, who do not have a fireman's license within 30 months of appointment will be terminated.

#### ARTICLE TWENTY-SIX

##### LONGEVITY

Longevity payments shall be made as follows:

Custodian	\$400.00 after fifteen (15) years
	400.00 after twenty (20) years
	400.00 after twenty-five (25) years
Head Custodian	\$466.00 after fifteen (15) years

and Utility            466.00 after twenty (20) years  
Repairman            \$466.00 after twenty-five (25) years

#### ARTICLE TWENTY-SEVEN

##### SPECIAL ASSIGNMENTS

A. All employees possessing a Firemen's license shall be paid an additional \$225.00 per year as set forth in the appropriate salary Schedules.

B. A Custodian holding a current Black Seal Certificate will be eligible for the compensation set forth in paragraph A of this Article plus extra compensation. This compensation shall be Five Hundred Twenty Five (\$525.00) Dollars for the term of this Contract, while regularly assigned as the fireman on either the early or late shift. They will be responsible for the operation and maintenance of the heating system, and shall be responsible for weekend and holiday building and boiler inspection. This amount is reflected on the appropriate salary schedules.

C. In case of illness or emergencies, Custodians who are assigned to act as firemen continuously for one (1) week or more, will be compensated at the prevailing firemen's rate based on Five Hundred Twenty Five (\$525.00) Dollars.

D. Custodians substituting for head Custodians on vacation or for any extended absence will be given extra compensation of Fifteen (\$15.00) Dollars per week when assigned



to this duty for one (1) week or more.

E. The firemen in the Career Center shall receive an extra stipend of Two Hundred Seventy Five (\$275.00) Dollars for the year 1985-86 and Three Hundred (\$300.00) Dollars for the year 1986-87.

F. All stipends for Security Guards (\$100.00), Bus-Drivers (\$50.00), and Standby Bus-Drivers (\$25.00), are reflected on the appropriate guides.

G. For the year 1985-86 there shall be a payment of Two Hundred Seventy Five (\$275.00) Dollars made on or about January 1, 1986 for each bargaining unit employee to be forwarded to Local 68, I.U.O.E. This amount will be utilized by the membership of Local 68 at its discretion. The ratification of this Agreement shall be the authorization of the Board to forward this payment to the Union. For the year 1986-87, made on or about January 1, 1987, this said amount shall be increased to Three Hundred (\$300.00) Dollars.

#### ARTICLE TWENTY-EIGHT

##### TERM AND RENEWAL

This Agreement shall be in full force and effect from July 1, 1985 to and including June 30, 1987, and shall renew itself from year to year thereafter unless, at least sixty (60) days prior to its termination or the anniversary date thereafter, written notice to the contrary be given by either party hereto.

MISCELLANEOUS

The Holiday Schedule for all members of the Unit for 1985-86 and 1986-87 are attached hereto although not a part of this Contract.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals on this       day of       , 1986.

ESSEX COUNTY VOCATIONAL SCHOOL

INTERNATIONAL UNION OF  
OPERATING ENGINEERS  
LOCAL 68 - LOCAL 68A-B

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ESSEX COUNTY VOCATIONAL-TECHNICAL SCHOOLS

TWELVE-MONTH SCHOOL YEAR

1985-86

1985

July 4	Thursday	Independence Day
September 2	Monday	Labor Day
October 14	Monday	Columbus Day
November 5	Tuesday	Election Day
November 7-8	Thursday & Friday	NJEA Convention
November 11	Monday	Veteran's Day
November 28-29	Thursday & Friday	Thanksgiving
December 24-25	Tuesday & Wednesday	Christmas

1986

January 1	Wednesday	New Year's Day
January 20	Monday	Martin Luther King's Birthday
February 17	Monday	President's Day
March 28	Friday	Good Friday
May 26	Monday	Memorial Day

## GUIDE A

## CUSTODIAN

1985-1986

STEP SALARY

1	13943.00
2	14442.00
3	14942.00
4	15442.00
5	15942.00
6	16441.00
7	16941.00
8	17441.00
9	17941.00
10	18441.00
11	18940.00
12	19440.00
13	19940.00

NAME

Dannie Pleasant  
 Anthony Remolino  
 James Vaughn  
 Brady Veal  
 Filomena Pacilio  
 Darryl Morgan  
 Penelope Waller  
 Vincent Melvin  
 Bobby Mclean  
 Paul Miller

1985-1986

step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 2  
 step 2  
 step 13

1986-1987

step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 1  
 step 2  
 step 2  
 step 13

1986-1987

STEP SALARY

1	14989.00
2	15525.00
3	16063.00
4	16600.00
5	17138.00
6	17674.00
7	18212.00
8	18749.00
9	19287.00
10	19824.00
11	20364.00
12	20898.00
13	21436.00

CUSTODIAN/LICENSED FIREMAN

1985-1986

STEP	SALARY
1	14203.00
2	14703.00
3	15203.00
4	15701.00
5	16200.00
6	16700.00
7	17199.00
8	17698.00
9	18197.00
10	18697.00
11	19196.00
12	19695.00
13	20194.00

1986-1987

STEP	SALARY
1	15268.00
2	15806.00
3	16343.00
4	16879.00
5	17415.00
6	17953.00
7	18489.00
8	19025.00
9	19562.00
10	20099.00
11	20636.00
12	21172.00
13	21709.00

1986-1987

1985-1986

NAME	1985-1986	1986-1987
Helen Fontanazza	step 3	step 3
Joseph Tartaglia	step 5	step 5
Lawrence Fuller	step 5	step 5
Vincent Valeri	step 6	step 6
Adolf Austin	step 8	step 8
William Hamilton	step 8	step 8
Gwendolyn Clark	step 9	step 9
Albert Redding	step 10	step 10
Alice Cordasco	step 11	step 11
Louis Capasso Sr.	step 11	step 11

## CUSTODIAN/ASSIGNED FIREMAN

1985-1986

STEP SALARY

1	14781.00
2	15281.00
3	15780.00
4	16278.00
5	16778.00
6	17278.00
7	17777.00
8	18310.00
9	18775.00
10	19275.00
11	19774.00
12	20273.00
13	20772.00

1986-1987

STEP SALARY

1	15890.00
2	16427.00
3	16964.00
4	17499.00
5	18036.00
6	18574.00
7	19110.00
8	19684.00
9	20183.00
10	20721.00
11	21257.00
12	21793.00
13	22330.00

NAME

1985-1986

1986-1987

Larry Marino Jr.

step 3

step 3

Walter Drzmkowski

step 12

step 12

Chester Armeno

step 13

step 13

Frederick Gallagher

step 13

step 13

# ASSISTANT HEAD CUSTODIAN/ASSIGNED FIREMAN

1985-1986

STEP SALARY

1	15359.00
2	15859.00
3	16358.00
4	16856.00
5	17356.00
6	17855.00
7	18355.00
8	18853.00
9	19353.00
10	19852.00
11	20352.00
12	20850.00
13	21350.00

1986-1987

STEP SALARY

1	16511.00
2	17048.00
3	17585.00
4	18120.00
5	18658.00
6	19194.00
7	19732.00
8	20267.00
9	20804.00
10	21341.00
11	21878.00
12	22414.00
13	22951.00

NAME

1985-1986

1986-1987

Carmen Marino  
Joseph Ellis  
Joseph Scannelli  
Andre D'Alessandro

step 1  
step 3  
step 8  
step 11

step 1  
step 3  
step 8  
step 11

## HEAD CUSTODIAN

1985-1986

STEP	SALARY
1	15516.00
2	16125.00
3	16734.00
4	17343.00
5	17953.00
6	18562.00
7	19171.00
8	19780.00
9	20389.00
10	20998.00
11	21608.00
12	22217.00
13	22826.00
14	23435.00
15	24049.00

## NAME

Louis Liloia  
Stephen Colone  
Alfred Cassilli  
Edward Bettelli  
Gerardo Fontanazza

1985-1986

step 9  
step 11  
step 15  
step 15  
step 15

1986-1987

step 9  
step 11  
step 15  
step 15  
step 15

1986-1987

STEP	SALARY
1	16580.00
2	17334.00
3	17989.00
4	18644.00
5	19299.00
6	19954.00
7	20609.00
8	21264.00
9	21918.00
10	22573.00
11	23229.00
12	23883.00
13	24538.00
14	25193.00
15	26089.00



# STAFF HEAD CUSTODIAN/NO. 1 (REGAN'S LICENSE)

1985-1986

STEP SALARY

1	14540.00
2	15040.00
3	15539.00
4	16039.00
5	16539.00
6	17039.00
7	17539.00
8	18038.00
9	18538.00
10	19038.00
11	19538.00
12	20038.00
13	20538.00

1986-1987

STEP SALARY

1	15631.00
2	16168.00
3	16704.00
4	17242.00
5	17779.00
6	18317.00
7	18854.00
8	19391.00
9	19735.00
10	20166.00
11	21003.00
12	21541.00
13	22078.00

NAME

Earl Fussell

1985-1986

step 13

1986-1987

step 13

CUSTODIAN/STANDBY BUS DRIVER

1985-1986

STEP SALARY

1	14209.00
2	14709.00
3	15208.00
4	15708.00
5	16208.00
6	16708.00
7	17208.00
8	17707.00
9	18207.00
10	18707.00
11	19207.00
12	19706.00
13	20206.00

1986-1987

STEP SALARY

1	15275.00
2	15812.00
3	16349.00
4	16886.00
5	17424.00
6	17961.00
7	18499.00
8	19035.00
9	19573.00
10	20110.00
11	20648.00
12	21184.00
13	21721.00

## UTILITY REPAIRMAN

## GUIDE A

## 1985-1986

## STEP SALARY

1	16604.00
2	17214.00
3	17823.00
4	18432.00
5	19041.00
6	19650.00
7	20260.00
8	20869.00
9	21478.00
10	22087.00
11	22696.00
12	23305.00
13	23915.00
14	24524.00
15	25133.00

## 1985-1986

## 1986-1987

## NAME

Steve Case	step 9
Orlando Cesario	step 9
Donald Brady	step 13
Gerald Iadonisi	step 15

## 1986-1987

## STEP SALARY

1	17849.00
2	18505.00
3	19160.00
4	19814.00
5	20469.00
6	21124.00
7	21780.00
8	22434.00
9	23089.00
10	23744.00
11	24398.00
12	25053.00
13	25709.00
14	26363.00
15	27018.00

## UTILITY REPAIRMAN/FIREMAN'S LICENSE

1985-1986		1986-1987	
STEP	SALARY	STEP	SALARY
1	16865.00	1	18130.00
2	17474.00	2	18785.00
3	18083.00	3	19439.00
4	18539.00	4	19929.00
5	19301.00	5	20749.00
6	19910.00	6	21403.00
7	20519.00	7	22058.00
8	21128.00	8	22713.00
9	21737.00	9	23367.00
10	22347.00	10	24023.00
11	22955.00	11	24677.00
12	23564.00	12	25331.00
13	24173.00	13	25986.00
14	24782.00	14	26641.00
15	25391.00	15	27295.00

NAME	1985-1986	1986-1987
Louis Capasso Jr.	step 4	step 4

TUDIAN/ASSIGNED FIREMAN/STANDBY BUS DRIVER

1985-1986

STEP SALARY

1	15023.00
2	15522.00
3	16021.00
4	16520.00
5	17020.00
6	17519.00
7	18018.00
8	18551.00
9	19016.00
10	19516.00
11	20015.00
12	20515.00
13	21013.00

1986-1987

STEP SALARY

1	16150.00
2	16686.00
3	17223.00
4	17759.00
5	18297.00
6	18833.00
7	19369.00
8	19942.00
9	20442.00
10	20980.00
11	21516.00
12	22054.00
13	22589.00

## SECURITY GUARD

## 1985-1986

STEP	SALARY
1	14043.00
2	14542.00
3	15042.00
4	15542.00
5	16042.00
6	16541.00
7	17041.00
8	17541.00
9	18041.00
10	18541.00
11	19040.00
12	19540.00
13	20040.00

## NAME

Richard Camacho  
 Ronald Gibson  
 Angelo Torres  
 Joseph Tyson  
 Roger Couch  
 Effie Lewis  
 Pasquale Marano  
 Leroy Sellers  
 Joseph Pinto  
 Ludwig Pagliaro

## 1985-1986

step 1  
 step 1  
 step 1  
 step 1  
 step 6  
 step 6  
 step 7  
 step 7  
 step 7  
 step 8

## 1986-1987

step 1  
 step 1  
 step 1  
 step 1  
 step 6  
 step 6  
 step 7  
 step 7  
 step 7  
 step 8

## 1986-1987

STEP	SALARY
1	15096.00
2	15633.00
3	16170.00
4	16708.00
5	17245.00
6	17782.00
7	18319.00
8	18857.00
9	19394.00
10	19932.00
11	20468.00
12	21006.00
13	21543.00

CONTRACT #4

1985-1986  
STEP SALARY

1	14831
2	15331
3	15830
4	16328
5	16828
6	17328
7	17827
8	18326
9	18825
10	19325
11	19824
12	20323
13	20822

DRIVER/LICENSED FIREMAN

GUIDE E

1786-1987  
STEP SALARY

1	15943
2	16481
3	17017
4	17553
5	18090
6	18628
7	19164
8	19700
9	20237
10	20774
11	21311
12	21847
13	22384

# DRIVER/NO FIREMAN'S LICENSE

1985-1986

STEP SALARY

1	14590.00
2	15090.00
3	15589.00
4	16089.00
5	16589.00
6	17089.00
7	17589.00
8	18088.00
9	18588.00
10	19088.00
11	19588.00
12	20089.00
13	20588.00

1986-1987

STEP SALARY

1	15684.00
2	16222.00
3	16758.00
4	17296.00
5	17833.00
6	18371.00
7	18908.00
8	19445.00
9	19982.00
10	20520.00
11	21057.00
12	21595.00
13	22132.00

1985-1986

1986-1987

NAME

Thomas Hayes  
Lawrence Herring

step 1  
step 1

step 1  
step 1



# JOINTLY GUARD/FIREMAN'S LICENSE/STANDBY BUS DRIVER

1985-1986

STEP SALARY

1	14569.00
2	15069.00
3	15569.00
4	16069.00
5	16569.00
6	17068.00
7	17568.00
8	18068.00
9	18568.00
10	19067.00
11	19567.00
12	20067.00
13	20567.00

1986-1987

STEP SALARY

1	15662.00
2	16199.00
3	16737.00
4	17274.00
5	17812.00
6	18348.00
7	18886.00
8	19423.00
9	19961.00
10	20497.00
11	21035.00
12	21572.00
13	22110.00

NAME

1985-1986

1986-1987

Michael Maraino

step 8

step 8

CONTRACT # 4

CUSTODIAN/ASSIGNED FIREMAN/CAREER CENTER

GUIDE H

1985-1986

STEP SALARY

1	15056.00
2	15556.00
3	16055.00
4	16553.00
5	17053.00
6	17553.00
7	18052.00
8	18585.00
9	19050.00
10	19550.00
11	20049.00
12	20543.00
13	21047.00

NAME

Lawrence Ellis  
Americo Gallo

1985-1986

step 2  
step 10

1986-1987

step 2  
step 10

1986-1987

STEP SALARY

1	16190.00
2	16728.00
3	17264.00
4	17799.00
5	18337.00
6	18874.00
7	19411.00
8	19984.00
9	20484.00
10	21021.00
11	21558.00
12	22094.00
13	22631.00